

number of workers involved: 10-100, two months; 101-300, three months; 301 and over, four months.

Maternity protection. Several provinces have legislation to ensure the health and job security of women workers before and after childbirth. The British Columbia and New Brunswick acts provide for six weeks' leave before childbirth and six weeks after; the Manitoba and Nova Scotia acts allow 11 weeks before and six after. Ontario provides for a minimum of 17 weeks' leave. In Saskatchewan, the act provides for 12 weeks before and six weeks after. The postnatal leave is compulsory, unless a medical doctor authorizes an earlier return to work. In all jurisdictions, the right to maternity leave is supplemented by a guarantee that an employee will not lose her employment because of absence on maternity leave.

Human rights. Laws to ensure fair employment practices have been enacted throughout Canada. These include employment and employment-related subjects such as membership in trade unions. All provinces have augmented this legislation to form a human rights code. Most of these codes cover general matters, employment and employment-related subjects, and occupancy and property matters.

Most jurisdictions prohibit discrimination on grounds of race, religion, national origin, colour, sex, age and marital status. In selected cases the prohibited grounds include political beliefs, ethnic origin, physical handicap, creed and source of income.

Equal pay provisions are in force everywhere in Canada. Criteria for determining the meaning of equal work vary from one act to another. Methods of enforcement also vary.

Apprenticeship. All provinces have apprenticeship laws providing for an organized procedure of on-the-job training and school instruction in designated skilled trades, and statutory provision is made in most provinces for issuing qualification certificates, on application, to qualified tradesmen in certain trades. In some provinces legislation is in effect making it mandatory for certain classes of tradesmen to hold a certificate of competency.

Accident prevention. In Canada the provincial legislatures have the power to enact laws and regulations concerning the protection of workers against industrial accidents or diseases. Legal standards designed to ensure the safety, health and welfare of persons employed in industrial and commercial establishments, in mines and quarries and in other work places exist in all provinces. The authorities responsible for the administration of such standards are, in the main, the departments of labour, health and mines, and the workmen's compensation boards.

General safety laws and regulations cover a great part of all employment in the country except agriculture, mining and domestic service. They deal with most aspects of industrial safety and health in the working environment. Safeguards for the protection of workers are established with respect to such matters as sanitation, heating, lighting, ventilation and the guarding of dangerous machinery.

Other safety laws and regulations are of a more specific application. They are concerned with hazardous equipment and installations such as boilers and pressure vessels, electrical installations, elevating devices and gas and oil burning equipment. Others are directed toward hazardous industries such as mining, construction, excavation and logging.

Safety inspection is provided for in all provinces. An inspector is authorized to give directions for the carrying out of any matter regulated by the legislation. Penalties exist where an employer contravenes any provision of an occupational safety act or regulation or where he fails or neglects to comply with a direction made by a safety inspector.

Workmen's compensation. In Canada, workmen's compensation laws are within the competence of the provincial legislatures and are applicable to the majority of